



Logistics Human Capital Management/Planning - The Logistics Workforce Challenge

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DAU – Not your father’s Chevrolet (or Chrysler)

“Old Brand” Name - DSMC

1987 Model



Rigid framework – limited locations, insufficient remote-site training

Limited transmission – primarily resident courses

High ownership costs – cost per student, cost per learning hour

Underpowered courses – limited scope and depth

Turbocharged by the PLM – Knowledge Sharing, Continuous Learning, Performance Support

Improved Onboard Diagnostics: Metrics that Matter; DataMart

New Navigation Systems: AT&L Certification Tracks, Core Plus

2007 Model



Variable transmission – resident, distance learning, FOLE

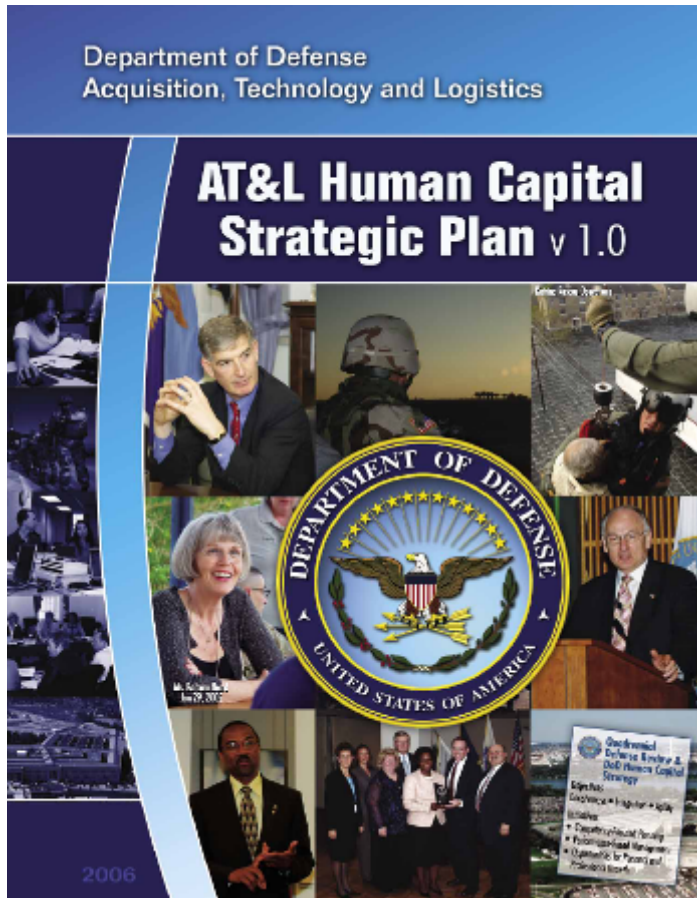
Flexible framework – multiple regional campuses, on-site learning, learning at point of need

Falling ownership costs – triple the throughput at no additional costs



AT&L Human Capital Strategic Plan V1.0

Published June 13, 2006



- Goal 1 – Align and fully integrate with overarching DoD human capital initiatives
- Performance Management
 - Competencies
- Goal 2 – Maintain a decentralized execution strategy that recognizes the components' lead role and responsibility for force planning and workforce management.
- Position Category Description
 - Workforce Count
- Goal 3 – Establish a comprehensive, data-driven workforce analysis and decision-making capability
- "Data Green Initiative"
- Goal 4 – Provide learning assets at the point of need to support mission-responsive human capital development
- "Core Plus"
 - Demand Management
- Goal 5 – Execute DoD AT&L workforce communications plan that is owned by all AT&L senior leaders (One Team, One Vision, A Common Message, and Integrated Strategies.)

15 Enabling Objectives
38 Defined Tasks



HCSP Integrated Framework

The DoD (AT&L) Strategic Workforce Planning Framework

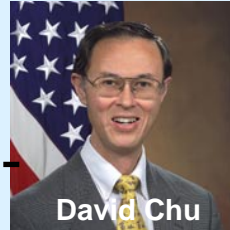
USD Comptroller



USD (AT&L)



USD (P&R)



STRATEGIC

Resource Constraints



D, HCI

DAU

Military Services

Force Planning



Military HR / Personnel Infrastructure

AFIT

ALMC

NPS

Business Units



TACTICAL





AT&L Workforce by Generations

As of September 30, 2005

Generation	National*		DoD**		Civilian AT&L Workforce***	
	Workforce (millions)	% Workforce	Workforce	% Workforce	Workforce	% Workforce
Silent Generation (born before 1946)	11.5	7.5%	65,099	9.5%	10,185	8.7%
Baby Boomers (1946-64)	61.5	42.0%	435,871	63.5%	81,385	69.3%
Generation X (1965-76)	43.5	29.5%	124,509	18.1%	17,571	15.0%
Generation Y (1977-89)	31.5	21.0%	61,372	8.9%	8,217	7.0%
Millennium (1990- present)	51.0	0%	0	0%	0	0%
		100.0%		100.0%		100.0%

Notes:

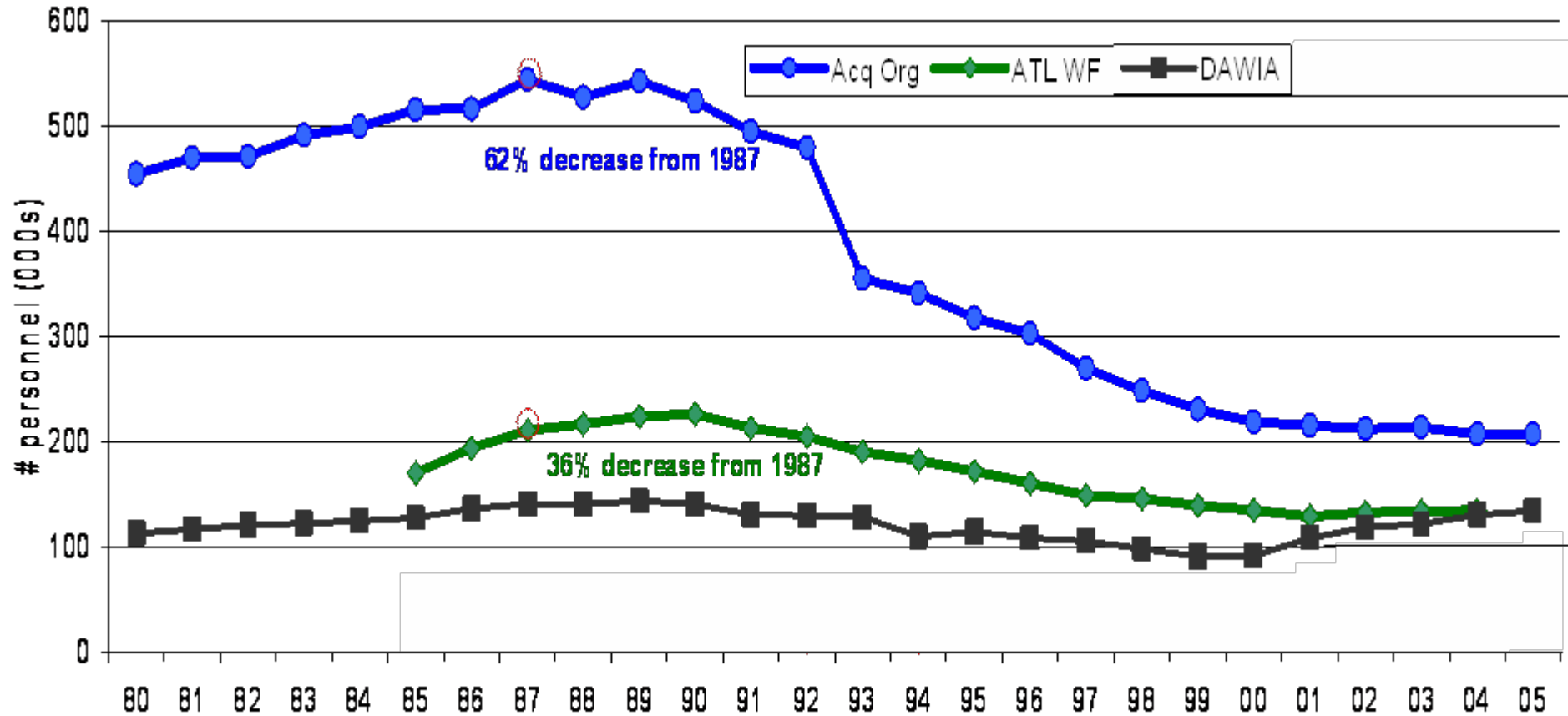
* Source: Amour, Stephanie "Generation Y They've Arrived at Work with a New Attitude" USA Today, Nov 7, 2005, 18-28

**Source: OSD P&R Report: DoD Civilian Workforce Statistics/DoD Demographics/May 2006 Edition

***Source: DMDC FY05 AT&L Workforce Count/AT&L workforce data contains 389 files with null for age



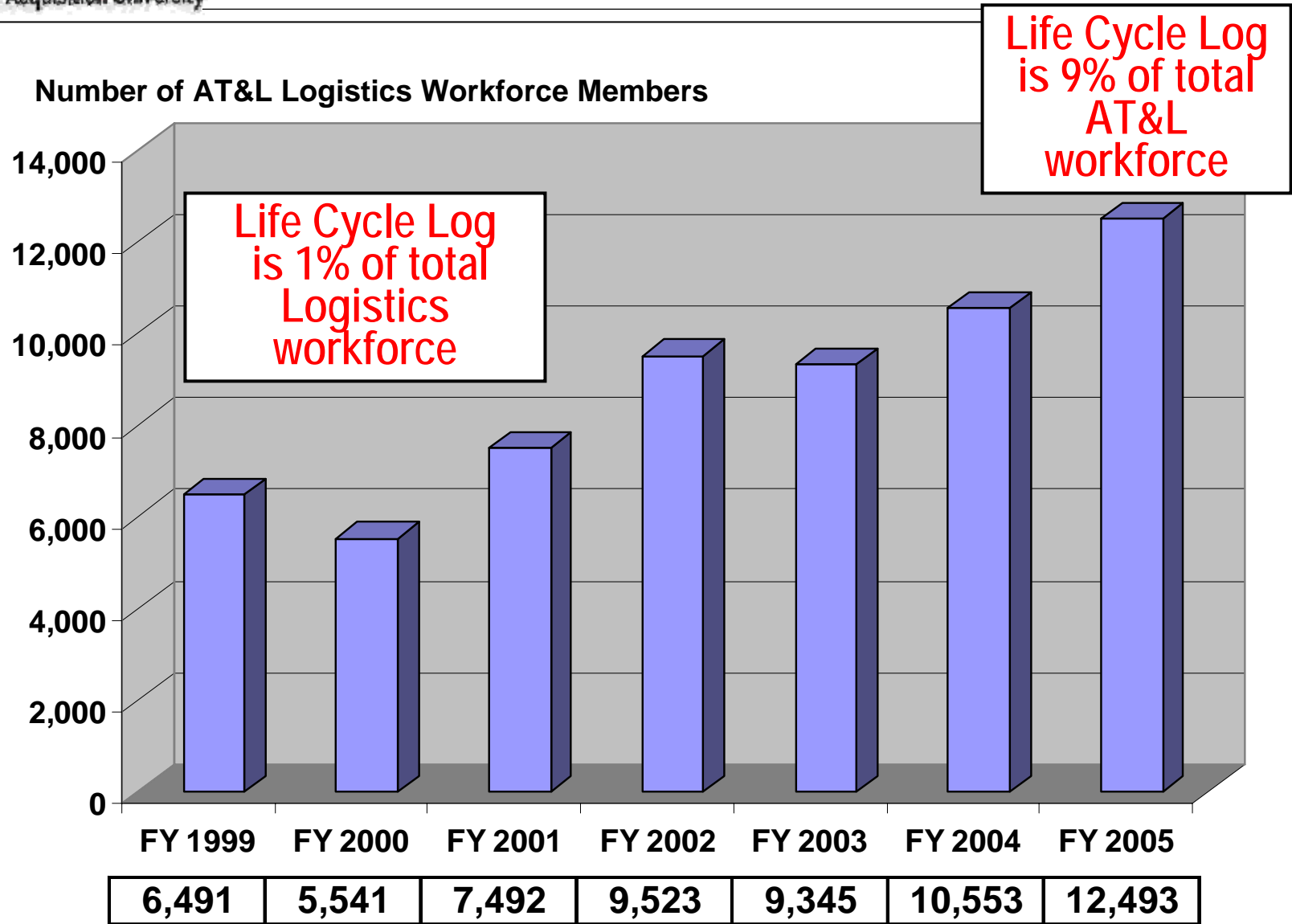
Acquisition Logistics Workforce Numbers: Rise and Fall with AT&L Workforce Numbers



1. DMDC website: <http://siadapp.dior.whs.mil/index.html>. 2. [80-92 GAO 96-46 (extrap p7)][93-97 GAO 98-127][98 DPAP][99-04 DoD IG D-2006-073 p9. 3. 85-95 DPAP; 99-04 DOD IG D-2006-073; 05 AWCM. 4. 87-90 projection; 92-97 as reported to Congress;98 extrapolated; 99-2005 from DMDC/DAU data mart

Logistics AT&L Workforce

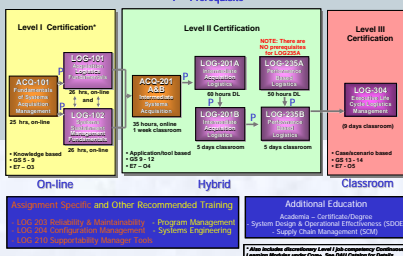
(1999 through 2005)



DAU Logistics and Sustainment

Formal Training

FY 07 Life Cycle Logistics Courses
P = Prerequisite



Ready for the tsunami of next generation Logisticians . . . they will need to be trained!

Performance Support



- Workshops, Targeted Training, Roadshows, Consulting
- Almost 7000 hours of Performance Support by LOG Faculty in FY06

-Over 1 million in the Logistics workforce (12K in the AT&L Logistics workforce).



Continuous Learning



- Currently 12 Logistics modules with seven more coming in 2007
- Over 21,000 graduates to date

Community of Practice (LOG CoP)



-416,421 "hits" on the LOG CoP in FY06

Utilizing all aspects of the PLM to equip the Logistics workforce to:

- Design for Support
- Design the Support
- Support the Design

Summary

- Can not transform logistics without transforming logisticians
- Logistics workforce is huge, diversified, and does not have well defined human capital strategies
- Human Capital Strategic Planning is an important element of overall strategic planning
- Must not be done in a vacuum
 - Must link to DoD corporate and functional strategic planning
 - Must fit with DoD Components' efforts
- More than just a personnel numbers exercise
- Must understand operational and business model